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SECTION I. PROPOSALS REQUIRING ADOPTION OF OTHER
ADMINISTRATIVE AUTHORITIES

A. Recommended by Committee

1. PROPOSAL: Authorize the payment of travel and transportation expenses to an employee retiring under the Central Intelligence Retirement Act regardless of his PCS point (United States or abroad) to a place he designates in the United States, its territories or possessions.

Present Regulation: Travel and transportation expenses may be authorized for an employee retiring abroad, regardless of the source of retirement--CSCR or CIAR.

Recommendation: The Committee recommends approval of the above proposal.

Comment: The Foreign Service Act provides a greater travel benefit for some retiring employees than does the CIA Act. Travel and transportation costs are authorized for Foreign Service Officers upon retirement irrespective of the location of their post of assignment, whereas CIA personnel are not granted a travel benefit upon retirement unless they retire abroad. It would seem that the Agency could pattern its authorities along the Foreign Service Act by authorizing the payment of travel costs to persons in the Agency whose careers most closely resemble those of Foreign Service Officers; namely, participants under the CIA Retirement Act. In this regard, the deliberations that went into the development of a rationale for granting the special benefits of the CIA Retirement System to selected Agency personnel are well known, and it is significant that the standards finally arrived at, e.g., career commitment and length of overseas service, bear Congressional approval.

While the Foreign Service Act, as amended, authorizes the Secretary of State to pay travel and transportation costs on the termination of an employee's services (retirement or resignation) "to the place where he will reside," the State Department has construed this phrase, by regulation, to mean the employee's officially recorded place of residence in the U. S. The Committee believes it is neither necessary nor desirable to literally adhere to all provisions of the Department's implementing regulation in order to utilize the authority in the Foreign Service Act, as amended. Instead, the exact arrangement to be effected internally should be predicated upon the needs and interests of the Agency and its personnel within the confines of the adoptive authority available.

Limiting the payment of travel expenses to the permanent place of residence of CIAR retirees would preclude the applicability of the benefit to many employees retiring at Headquarters, since their permanent residence is in the Washington

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Metropolitan area. Allowing CIAR retirees the right of travel to their selected place of retirement in the United States, its territories or possessions would constitute a new and significant benefit, however, which they do not presently enjoy. On the other hand, if the Agency were to pay the travel expenses of CIAR retirees to a place of their choosing anywhere in the world, the Agency's implementation of the adoptive authority in the Foreign Service Act would amount to a major deviation from the system followed in the Department of State. We are not recommending this action in the absence of an observable compelling reason.

Since we cannot foresee what places of residence CIA retirees would choose, given the option to go anywhere in the United States, its territories or possessions, at Government expense, it is not possible to accurately estimate the future costs of this proposal. We did make, however, an analysis of some general statistics concerning CIAR retirees during Calendar Year 1967. Of a total of 68 retirements, 22 employees retired abroad and were entitled to travel expenses to a residence of their choosing under present regulations. Of the remaining 46 retirements, 22 employees (or approximately one-third of the total number of retirees) moved to a residence outside of the Washington, D. C. Metropolitan area. Based on an estimate of the average distance moved (1,362 miles), it is believed that the cost to the Agency for each such move would have been approximately \$2,000, or a total of \$44,000 for the 22 employees affected.

A rough indication of future costs can be computed if it is assumed that only one-third of future retirees under CIAR would continue to be the number to whom the new travel benefit would be payable, at an average rate of \$2,000 per employee. Based upon Office of Personnel projections of the number of employees who will retire under CIAR in the next five years, the future cost estimates are as follows:

<u>CY</u>	<u>Number Est. To Retire</u>	<u>Number Affected. By Benefit</u>	<u>Est. Cost New Benefit</u>
1968	78	X 1/3 = 26	26 X \$2,000 = \$52,000
1969	81	X 1/3 = 27	27 X 2,000 = 54,000
1970	106	X 1/3 = 35	35 X 2,000 = 70,000
1971	121	X 1/3 = 40	40 X 2,000 = 80,000
1972	124	X 1/3 = 41	41 X 2,000 = 82,000

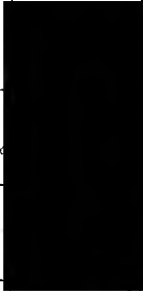
The Committee consulted with the Office of Personnel on this proposal and was advised its acceptance should be of assistance in providing a tangible incentive to early retirement.

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USE ONLY

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

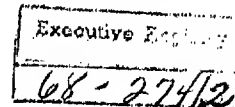
FROM: Deputy Director for Support Room 7D18 Hqs		EXTENSION	NO.
			DATE 30 April 1968
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS
	RECEIVED	FORWARDED	
1. General Counsel Room 7D01, Hqs	4/30/68	4/30/68	
2. Legislative Counsel Room 7D01, Hqs	4/30/68	4/30/68	
3. Executive Director-Comptroller Room 7D59, Hqs	30 Apr		
4.			
5. Deputy Director for Support Room 7D59, Hqs			
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To 1 - For your concurrence.

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To 2 - For your concurrence.

To 3 - For your approval.



21 MAY 1968

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Administrative Authorities

REFERENCE : Memo dtd 30 Apr 68 to Ex. Dir.-Compt.
fr DD/S, same subj.

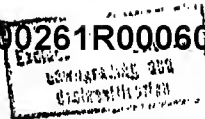
1. This memorandum contains a recommendation for your approval; such recommendation is contained in paragraph 4.

2. On 30 April 1968, you approved the recommendation in referent memorandum (Attachment "A") that the Agency adopt the administrative authority of the Foreign Service Act, as amended, which provides for payment of travel and transportation expenses of retirees regardless of their PCS point (U.S. or abroad) to a designated place in the U.S., its territories or possessions.

3. A closely related, but separate, provision of the Foreign Service Act provides for the reimbursement of travel and transportation expenses of the dependents of a deceased employee to a designated place of residence, regardless of the employee's PCS point (U.S. or abroad). At Attachment "B" is a copy of paragraph 126.5-3, Vol. VI, of Foreign Service Travel Regulations containing this authority. The Agency does not now have this authority. It would appear that there is no significant difference between the service requirements of certain employees of this Agency and members of the Foreign Service as regards the requirement to serve tours of duty at any location throughout the world including the U.S. While there may be other instances also, we suggest that this has particular pertinence to employees of

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however, such dependents would normally have no travel and transportation entitlements. Should the death of these same employees occur at an overseas installation, while serving a tour of duty, their dependents could be returned at government expense to a designated place of residence in the U.S. Although we mention but these three components as examples, there must be many instances of similar circumstances where, should an employee die while in the U.S. between overseas tours, his dependents must personally bear the travel and transportation expenses to the place where they will permanently reside.

4. Since the administrative authority of the Foreign Service which provides for this benefit was intended to cover members of a government service required to serve tours of duty in both foreign areas and in the U.S., and these requirements parallel those of that group of Agency employees for whom the benefits of the CIA Retirement System are intended to apply, it would be my thought that the Foreign Service authority covering this subject be adopted by the Agency for application to members of the CIA Retirement System. It is recommended, therefore, that you approve the adoption of the administrative authority of the Foreign Service Act, as amended, pertaining to this proposal. Following your approval, this authority will be incorporated into Agency Regulations.



R. L. Bannerman
Deputy Director
for Support

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Atts

CONCUR:

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General Counsel

May 21, 1968
Date

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Deputy Director for Plans

23 May 68
Date

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SUBJECT: Administrative Authorities

CONCUR (cont.):

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[REDACTED]

for Deputy Director for Science & Technology

24 MAY 1968

Date

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[REDACTED]

Deputy Director for Intelligence

24 May 1968

Date

The recommendation contained
in paragraph 4 is approved.

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[REDACTED]

L. K. White

Executive Director-Comptroller

29 May 68

Date

Distribution:

Orig - Ex. Dir. - Compt. (for return to DD/S-subj.)

1 - ER

1 - OGC

2 - DD/P

1 - DD/S&T

1 - DD/I

1 - DD/S

1 - SSA-DD/S

ROUTING AND RECORD

SUBJECT: (Optional)

FROM:

Deputy Director for Support
Room 7 D 18 Hqs

EXTENSION

5454

NO.

DATE

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

General Counsel
Room 7 D 07 Hqs

RNL

Concur.

2.

Deputy Director for Plans
Room 3 C 20 Hqs

23 May

THK

"

3.

DD/S&T
Room 6 E 49 Hqs

24/5

24/5

"

4.

DD/I
Room 7 E 44 Hqs

24/5

24/5

"

5.

6.

Ex. Dir. - Compt.
Room 7 E 12 Hqs

5/27

5/29



Approval. 25X1A

7.

8.

Deputy Director for Support
Room 7 D 18 Hqs

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Proposal to apply
travel benefits on
retirement or death
while assigned to U.S.
to certain employees
not in CIA Retirement
System.

Referral of proposal
to Travel Policy
Committee.

Travel Policy
Committee response.

2-17-69)

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT: Assignments to [REDACTED] Stations and Bases 25X1A

REFERENCES: (a) Memo dtd 30 Apr 68 to Ex Dir. -Compt. fr
DD/S subj: Administrative Authorities - TAB D
(b) Memo dtd 21 May 68 to Ex. Dir. -Compt. fr
DD/S subj: Administrative Authorities - TAB C

1. This memorandum submits a proposal for your consideration;
this proposal is contained in paragraph 5.

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[REDACTED]

was in the CIA Retirement System, the Agency would pay the travel and transportation expenses for himself and his dependents to the Washington, D. C. area or to the location in the U. S. where he planned to retire. These expenses may be reimbursed under the authorities contained in referents "A" and "B", attached. For those employees who were not in the CIA Retirement System, however, there is no present authority to pay such expenses of the employee and/or his dependents.

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3. Except for CIA and those government agencies which operate under the Foreign Service Travel Regulations, i.e., State Department, USAID, and USIA, most agencies transfer their employees from one location in the U.S. to another in the expectation that the employees will remain for an indefinite period (long-term) at the new location and in some instances for the remainder of their service with the government. The new location, therefore, is a new "home base" where they are most likely to put down roots, to purchase homes, and to establish and develop permanent social ties. This is generally not the case however with employees of this Agency, State Department, USAID and USIA. Employees of these agencies are assigned a [REDACTED] locations similarly to their overseas assignments, i.e., on a tour-of-duty basis for a two or three year duration. In these circumstances many employees own and maintain a home in the Washington, D.C. area to which they would return at the termination of their relatively short term [REDACTED] assignments. Since they have no intention of remaining indefinitely in the area of their [REDACTED] assignment, they would not normally purchase housing and would not generally establish permanent social ties.

4. The personnel assignment policies, practices, and procedures of this Agency are oriented principally toward the rotation of its employees into overseas positions generally on a two-year tour-of-duty basis. This need to fill overseas positions on a rotational basis, in turn, necessitates the patterning of most assignments at Headquarters and [REDACTED] stations and bases on a two-year tour-of-duty basis. Agency employees who have not,

and may never, qualify for the CIA Retirement System are nevertheless caught in the pattern of short term assignments between Headquarters and

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██████████ stations and bases. These employees, too, consider the Washington, D. C. area as their "home base" and view their assignments at domestic locations as only temporary in nature.

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SUBJECT: Assignments to [REDACTED] Stations and Bases

CONCUR.

Office of General Counsel

Date

Deputy Director for Plans

Date

Deputy Director for Intelligence

Date

Deputy Director for Science & Technology

Date

The recommendation contained in
paragraph 5 is approved:

Executive Director-Comptroller

Date

7 MAY 1969

MEMORANDUM FOR: Chairman, CIA Travel Policy Committee

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SUBJECT: Assignments to [REDACTED] Stations and Bases

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2. When the Executive Director-Comptroller approved referents (a) and (b) of the attached draft memo, he requested that the DD/S consider whether the benefits covered by those memoranda couldn't also be extended to Agency employees who are not participants in the Agency Retirement System (See [REDACTED] 31 May '68 note attached.) The attached draft memo would be responsive to some extent to the Executive Director-Comptroller's request.

3. Copies of the draft memo were forwarded to OGC and the Directors of Finance and Personnel for review and comments. Following his review of these comments, the DD/S requested that the CIA Travel Policy Committee study the problem, consider the attached proposed solution along with others which might suggest themselves, and provide him with its recommendation.

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[REDACTED]
Special Support Assistant/DDS

Atts

7 NOV 1969

MEMORANDUM FOR: SSA/DDS

SUBJECT: Suggestion for Extension of CIARDS Travel and
Transportation Benefits to Nonparticipants

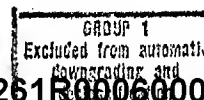
1. You have asked the Travel Policy Committee to study the feasibility of extending special travel and transportation benefits recently accorded to CIARDS participants to certain other Agency personnel. The Committee is against such extension for the following reasons.

2. A rather extensive statutory and administrative set of criteria has been developed for selecting those Agency employees who will serve as participants under the CIA Retirement and Disability System. The reasons given in the Agency's campaign for its own retirement system for certain career officers amply illustrate the rather diverse characteristics of the positions which these officers are expected to fill in relationship to other Agency positions. The approach was and is, therefore, that these employees require special treatment.


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OFFICE OF THE DIRECTOR
CENTRAL INTELLIGENCE AGENCY


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4. It is the Committee's recommendation not to make available special travel and transportation benefits to non-CIARDS participants.



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Chairman, Travel Policy Committee

cc: Each Committee Member

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Approved For Release 2001/04/05 : CIA-RDP81-00261R000600030064-7

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